

**CUMBRIA POLICE AUTHORITY
PERSONNEL COMMITTEE**

Minutes of a Meeting of the Personnel Committee held at 10.00am on Thursday 13th January 2005 in the Authority's Resources Room, Police Authority Office, Carleton Hall, Penrith.

PRESENT

Mr R Watson (Chairman)

Mr T Heslop
Mrs M Johnson

Mr J Woolley

PART I – ITEMS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

52. APOLOGIES FOR ABSENCE

Apologies for absence were received from Mrs L Slavin.

53. EXCLUSION OF PRESS AND PUBLIC

RESOLVED, that under Section 100A(4) of the Local Government Act 1972 the public and press be excluded from the Meeting for Agenda Item No.4 (Appointment of Performance Management and Policy Adviser) on the grounds that it involves the disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A of the Act.

There were no members of the public or press present.

54. DISCLOSURES OF PERSONAL INTERESTS

The following points of information were formally declared as disclosures of encounters potentially capable of constituting personal interests relating to the Agenda:

- Mr T.Heslop disclosed he had met candidate no. 9 on occasion, when the latter had worked for Allerdale Council.
- Mrs M.Johnson disclosed she had met candidate no.1 on occasion, through the County Council validating scheme for supported housing.
- All Committee Members had met candidate no. 8 on occasion, through his employment with the Constabulary.

Due to their individual circumstances, even if capable of being classified as personal interests, none of these interests were treated as prejudicial interests and the Committee proceeded with no Member withdrawing.

PART II – ITEMS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

55. APPOINTMENT OF A PERFORMANCE MANAGEMENT AND POLICY ADVISER

The Panel considered ten application forms and three curricula vitae received from thirteen different people for the post of Performance Management & Policy Adviser with Cumbria Police Authority. In doing so, Members noted the covering analysis report which had been circulated with the Agenda for the meeting and summarised those race and diversity monitoring forms which had been completed by candidates.

Members reviewed and individually scored each application form in turn, and their cumulative markings were then used to reach a collective view on which candidates to invite for interview.

Members took the unanimous view that all those candidates who had declined to obtain and use the forms contained in the Authority application pack specified in the advertisement, which was available by post and could also be downloaded from the Authority's website on the Internet, but instead submitted a standard curriculum vita, should not be scored or considered at all.

RESOLVED, that

- (1) five candidates be invited for interview for the post of Performance Management & Policy Adviser; and
- (2) interviews be held on 3rd February 2005..

The Meeting ended at 1.05 pm.